

## Vermont Mental Health Performance Indicator Project

DDMHS, Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601 (802-241-2638)

### MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project  
Advisory Group and Interested Parties

FROM: John Pandiani  
Monica Simon

DATE: April 19, 2002

RE: CRT Employment

The attached pages update our monitoring of employment rates for clients of Vermont's CRT programs for adults with severe and persistent mental illness to include the quarter ending December 31, 2001. The methodology used in this project is described in our PIP for January 12, 2001 ([www.state.vt.us/dmh/Data/PIPs/2001/pip101201.pdf](http://www.state.vt.us/dmh/Data/PIPs/2001/pip101201.pdf)).

As you will see statewide employment rates for CRT clients and average wages for employed CRT clients continued at relatively high rates. The quarterly employment rate for CRT clients remained at 23%. The average earnings of employed CRT clients during the quarter was \$2,175, which annualizes to \$8,700 per year.

While quarterly employment rates and average wages for local programs have tended to remain fairly stable during the ten quarters we have been monitoring employment of CRT clients, there are occasional uncharacteristically large jumps. During the most recent quarter, for instance, the Clara Martin Center (CMC) experienced a 34% increase in the average wage for employed CRT clients. In order to understand the dynamics of this indicator, we examined the factors that contributed to this change. Two factors were identified. First, four CMC clients with low wages (averaging less than \$350 income each during the previous quarter) left the workforce. When these clients left the workforce, the average wage per employed client increased. The second factor influencing this jump in average wages at Clara Martin was a substantial increase in income for an individual who already had the second highest income at Clara Martin. Interestingly, when income is calculated per client served (as opposed to employed client), the average wages per client only increased by 16% (less than half of the increase in per employed client). This may be a reason to report wages per client served and per employed client. This multi-indicator approach would add balance to the measure and remove any potential "perverse incentive" to discourage low wage earners from participation in the workforce in order to make an agency or a system of care look better on this important indicator.

We will appreciate your comments, your interpretation, and your suggestions for further analysis to [pip@ddmhs.state.vt.us](mailto:pip@ddmhs.state.vt.us) or call 802-241-2638.

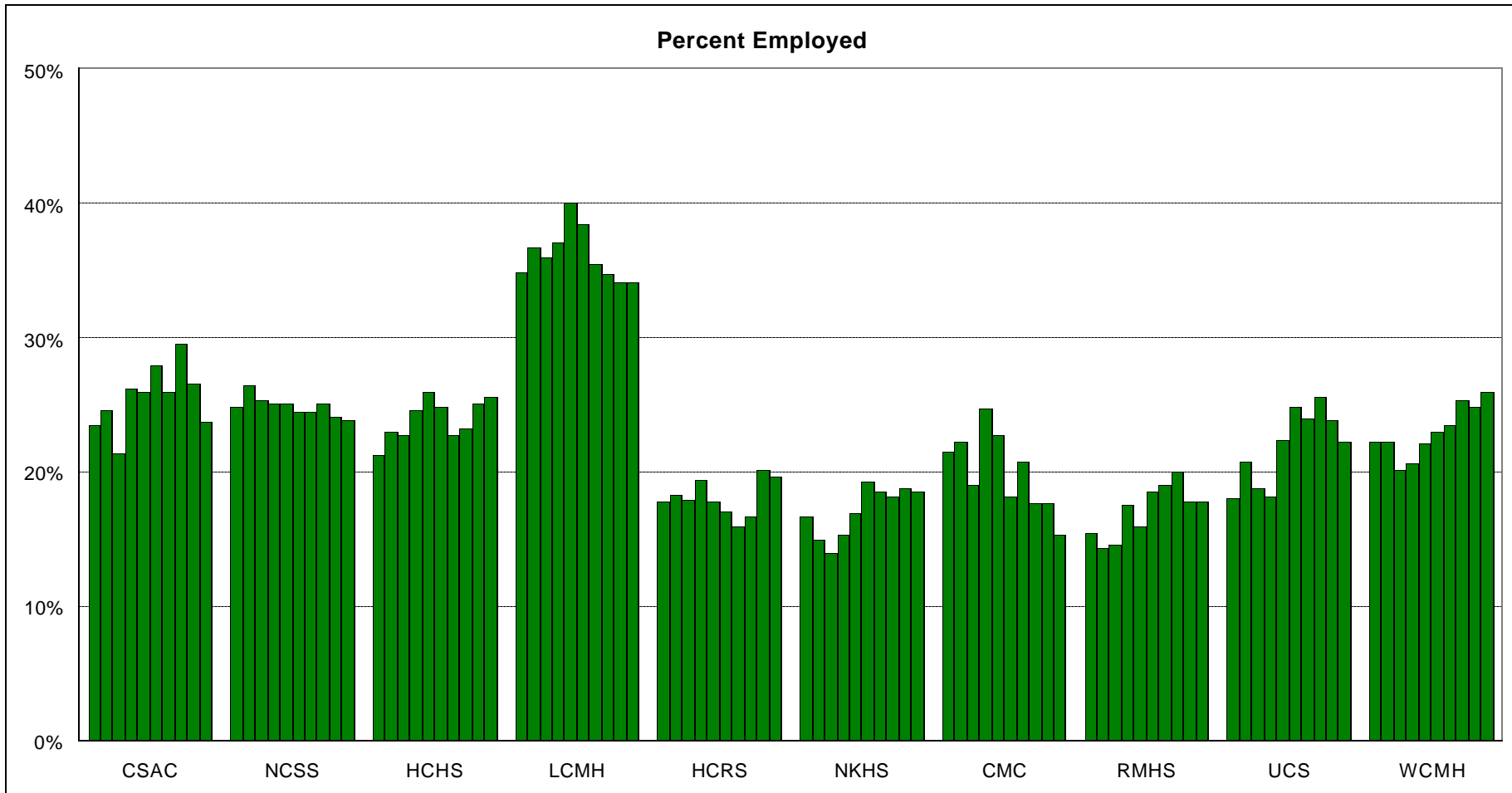
**Quarter 2 FY 2002 Employment  
of Community Rehabilitation and Treatment Clients  
In Vermont**

Clinic	Total Number Served	Employment		Wages Reported		
		Number Employed	Percent Employed	Total Wages	Wages per Employed Client	Wages per Client Served
CSAC	131	31	24%	\$99,218.36	\$3,200.59	\$757.39
NCSS	205	49	24%	\$146,246.51	\$2,984.62	\$713.40
HCHS	547	140	26%	\$283,554.05	\$2,025.39	\$518.38
LCMH	123	42	34%	\$97,871.44	\$2,330.27	\$795.70
HCRS	377	74	20%	\$117,773.63	\$1,591.54	\$312.40
NKHS	370	69	19%	\$133,723.41	\$1,938.02	\$361.41
CMC	150	23	15%	\$92,675.74	\$4,029.38	\$617.84
RMHS	269	48	18%	\$113,507.26	\$2,364.73	\$421.96
UCS	175	39	22%	\$78,048.81	\$2,001.25	\$445.99
WCMH	351	91	26%	\$155,474.81	\$1,708.51	\$442.95
Total	2,698	606	22%	\$1,318,094.02	\$2,175.07	\$488.54

Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during any part of the reporting period and includes all employment reported for the reporting period.

This report is based on record linkage of the Department of Developmental and Mental Health Services (DDMHS) and the Department of Employment and Training (DET) databases. DDMHS client data are submitted by Community Rehabilitation and Treatment Programs in conformance with contractual requirements. DET data are submitted by employers in conformance with state and federal unemployment laws. Workers who are excluded from DET reporting are the self-employed, firm owners not incorporated and the following employee groups: elected officials, employees of nonprofit religious, charitable and educational organizations, unpaid family members, farm workers (with some exceptions), and railroad employees.

## CRT Clients Employed By Quarter: July 1999 - December 2001



Quarterly employment rates are lower than annual employment rates because not all clients who are employed during a year are employed during every quarter of the year.

Analysis includes Community Rehabilitation and Treatment clients aged 18 - 64 who were active during each reporting quarter and includes all employment reported for each quarter.

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## Total CRT Clients Served (#) and Percent Employed (%)

### By Quarter: July 1999 - December 2001

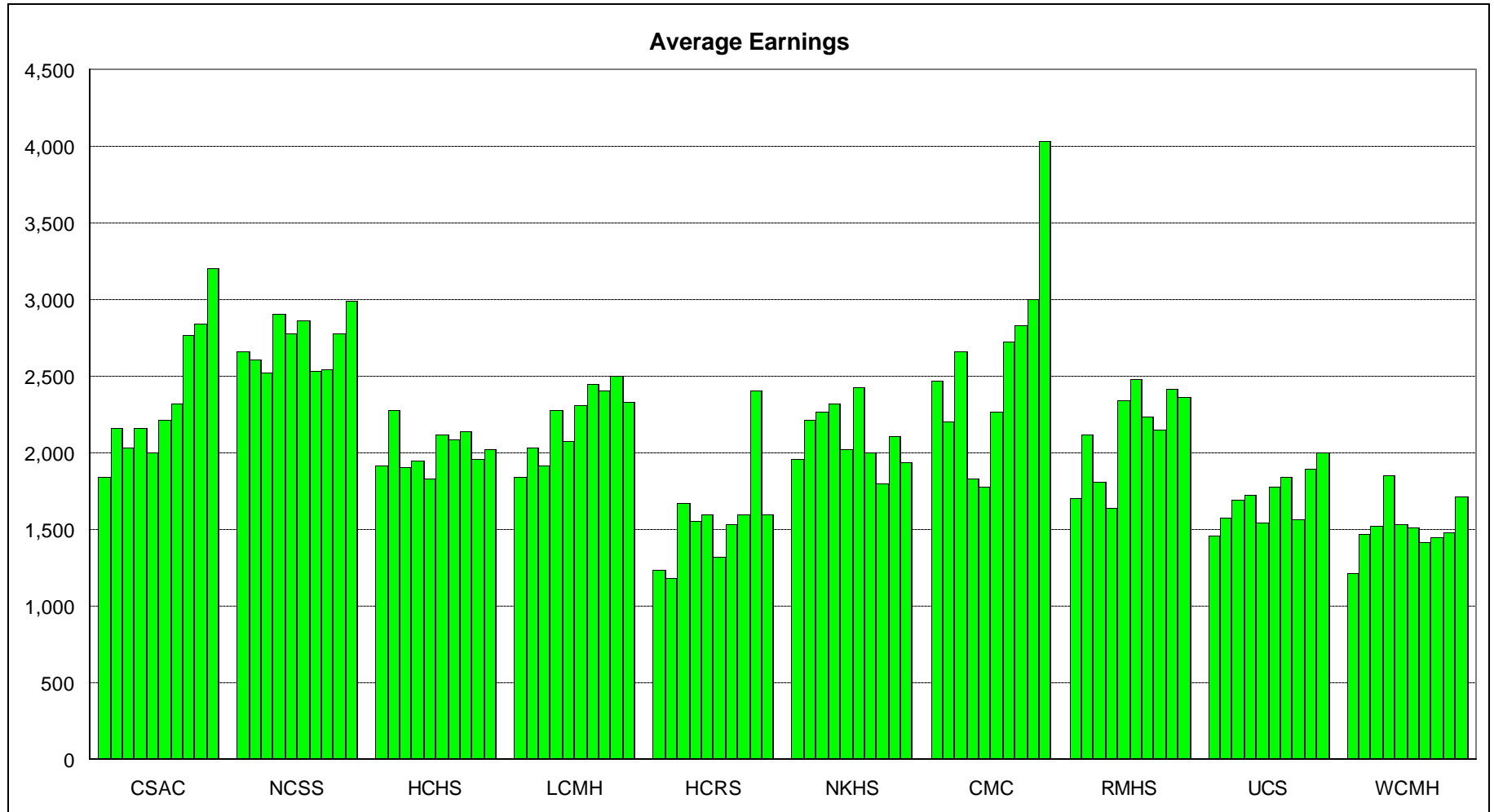
		Clinic																		Total		
		CSAC		NCSS		HCHS		LCMH		HCRS		NKHS		CMC		RMHS		UCS			WCMH	
Year	QRT	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%
FY 02	2	131	24	205	24	547	26	123	34	377	20	370	19	150	15	269	18	175	22	351	26	23
	1	128	27	199	24	558	25	123	34	369	20	362	19	141	18	270	18	180	24	346	25	23
FY 01	4	125	30	195	25	558	23	124	35	377	17	357	18	141	18	270	20	172	26	340	25	22
	3	123	26	192	25	556	23	124	36	369	16	355	19	125	21	269	19	171	24	332	24	22
	2	122	28	196	25	557	25	122	39	370	17	353	19	110	18	269	19	173	25	330	23	23
	1	116	26	191	25	549	26	120	40	359	18	343	17	101	23	270	16	165	22	326	22	22
FY 00	4	122	26	199	25	552	25	116	37	355	19	333	15	97	25	263	18	170	18	329	21	22
	3	126	21	197	25	548	23	111	36	335	18	329	14	94	19	267	15	170	19	341	20	20
	2	134	25	197	26	566	23	109	37	328	18	334	15	99	22	265	14	173	21	347	22	21
	1	136	24	206	25	563	21	109	35	342	18	342	17	107	22	267	15	171	18	343	22	21

Quarterly employment rates are lower than annual employment rates because not all clients who are employed during a year are employed during every quarter of the year.

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## Average Earnings for Employed CRT Clients By Quarter: July 1999 - December 2001



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# **CRT Clients Employed (#) and Average Earnings for Employed Clients (\$)** **By Quarter: July 1999 - December 2001**

Year	QRT	Clinic																		Total		
		CSAC		NCSS		HCHS		LCMH		HCRS		NKHS		CMC		RMHS		UCS			WCMH	
		#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$	#	\$			
FY 02	2	31	3,201	49	2,985	140	2,025	42	2,330	74	1,592	69	1,938	23	4,029	48	2,365	39	2,001	91	1,709	2,175
	1	34	2,839	48	2,775	140	1,960	42	2,503	74	2,401	68	2,107	25	2,996	48	2,417	43	1,892	86	1,475	2,186
FY 01	4	37	2,761	49	2,543	130	2,142	43	2,405	63	1,592	65	1,802	25	2,831	54	2,146	44	1,559	86	1,443	2,022
	3	32	2,314	47	2,535	127	2,090	44	2,450	59	1,527	66	2,000	26	2,725	51	2,239	41	1,837	78	1,411	2,030
	2	34	2,207	48	2,859	138	2,111	47	2,306	63	1,318	68	2,422	20	2,262	50	2,479	43	1,775	76	1,505	2,078
	1	30	2,004	48	2,772	142	1,831	48	2,072	64	1,591	58	2,016	23	1,774	43	2,345	37	1,541	72	1,529	1,912
FY 00	4	32	2,155	50	2,904	136	1,942	43	2,273	69	1,551	51	2,315	24	1,828	46	1,638	31	1,722	68	1,854	2,000
	3	27	2,035	50	2,518	125	1,903	40	1,919	60	1,666	46	2,267	18	2,661	39	1,803	32	1,690	69	1,519	1,931
	2	33	2,164	52	2,611	130	2,273	40	2,030	60	1,185	50	2,209	22	2,204	38	2,112	36	1,571	77	1,470	1,978
	1	32	1,837	51	2,662	120	1,915	38	1,842	61	1,232	57	1,959	23	2,463	41	1,702	31	1,456	76	1,210	1,782

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